

Workforce Recruitment Program for College Students with Disabilities (WRP)

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Army Disability Program Goals

- Ensure a civilian work force in which IWD are represented in every major organizational element, occupational category and grade level.
- Ensure equal opportunity in hiring, advancement, training and treatment
- Provide reasonable accommodation
- Ensure that Individuals with Disabilities are accorded access to programs and activities that are conducted by DA and financed with funds disbursed by DA.



Goals For Total Workforce:

- 11,220 New Hires over the Next Five Years (2001-2005)
- 2 % of all Hires are Individuals with Targeted Disabilities

How are we going to reach our goal ? ? ?

Workforce Recruitment Program for College Students with Disabilities (WRP)

Description

- **Summer Hire Program**
 - **Joint Venture:**
 - Department of Labor &
 - Department of Defense
 - **Began 1975**
 - David Taylor Research Center, Wash., DC
 - **Summer 1995**
 - DoD Funded & Expanded Program to Include Military Departments & Defense Agencies

How Program Works:

Program Starts at the College or University

College Coordinators Contact:

Office of Disability Employment Policy
Department of Labor
200 Constitution Ave., NW, Room S1303
Washington, DC 20210

(202) 693-7864
(202) 693-7888 (fax)

Army's Program

- **Centrally Funded by DoD**
- **Centrally Managed by Army**
- **Who is Eligible:**
 - College Students/Recent Graduates (12 months)
 - Focus is on Students with Targeted Disabilities
 - Eligible for Schedule “A” (non-competitive) Appointment

FOR MORE INFO...

Ms. Gail Wire at email: gail.wire@hqda.army.mil

Army Job Opportunities

- **Type of Work:**

- Computer programming, engineering, financial management, writing, scientist, administrative, research

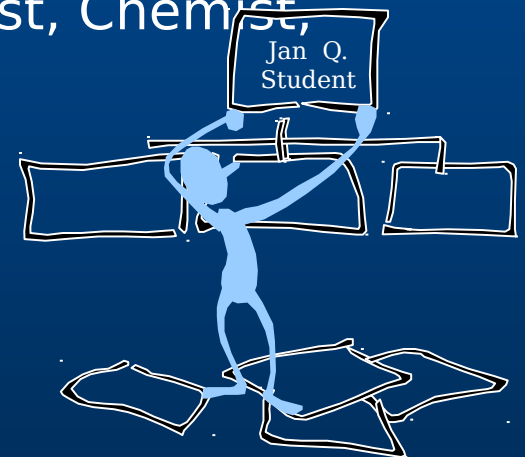
- **Job Titles:**

- Engineering Aid, Accounting Clerk, Computer Aid, EEO/Personnel Assistant, Office Automation Clerk, Park Ranger, Geographer, Biologist, Chemist, Editor

- **Grade Level Range:**

- GS-3 and above

- **14 Weeks of Work**



Focus

- **Permanent Hire**

- Permanent Positions May be Filled at Any Time
 - Database is Available Through December of Each Year.



Procedures

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- Program Starts at the College or University**
 - College Coordinators Must Contact the Department of Labor

FOR MORE INFO...

Schedule

→ September - October

- List of Participating Schools Established
- Recruiters Identified and Trained/Retrained

→ November - December

- Army Program Planning

→ January - March

- Recruiters Visit Campuses & Interview Students/Recent Graduates
- Recruiter Data Entered Into Database by DOL
- Data CD ROM distributed

→ Late March - June: (can extend into July)

- Students contacted/Job Offers Made by Authorized Sites

→ 15 May - 30 September:

- Summer Employment Period here

Current Status

<u>Year</u>	<u># Students</u>	<u># Sites</u>
1995 - 1999	154	45
2000	31	12
2001	43	13
2002	50 & still counting	20
<i>Total</i>	279 Students	

Participating Minority Institutions

- Alaska
- Arizona
- California
- Florida
- Georgia
- Kentucky
- Maryland
- Mississippi
- Missouri
- New Mexico
- New York
- Puerto Rico

No Participating Minority Institutions



- Alabama
- Colorado
- Connecticut
- Delaware
- Illinois
- Kansas
- Louisiana
- Massachusetts
- Michigan
- Minnesota
- Montana
- Nebraska
- Nevada
- New Jersey
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- South Dakota
- Tennessee
- Washington
- Wisconsin

FOR MORE INFO...

See Handouts (or other related documents) available on resource table

That's all Folks:



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Additional Information

Gail J.Wire, SAMR-EOA

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All the flowers
of tomorrow
are in the
seeds of today ...

